

19539

File No. 3744/36

A CLASS P. W. DEPARTMENT
& BRANCH

Subject:— Personal Registers.
Members of the B. S. & S.
orders re:—

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A K 11939

File No: 3744/3648

Std. Sect. Slip. 21 A

From

W. Kirkpatrick Esqr., B.E.B.A., M.Inst.C.E.I.S.E.,
Secretary to the Government of Sind,
Public Works Department.

To

The Secretary to the Government of Bombay,
Public Works Department,
Bombay.

Subject:- Personal Registers of the members
of the Bombay Subordinate Engineering
Service.

Sir,

I am directed to state that in accordance with note 9 of the notes printed on the fly leaf of old Personal Registers /_P.W.D. form No. 138 (Local)/ every Upper or Lower Subordinate (new Supervisor or Overseer) is allowed to see his Personal Register once yearly, if he expresses a wish to do so. The old Personal Registers are not exactly a copy of the annual qualification reports of Subordinates (P.W.D. form 124e) though some of the column are undoubtedly common to both.

The introduction of the revised form of Personal Register of Subordinates (P.W.D. form 567e) which is exactly a copy of the P.W.D. form 124e, raises a point, as to whether the Personal Registers should still continue to be shown to the Subordinates. It may be mentioned that the Supervisors and Overseers are not allowed to see their annual qualification reports. If the practice of showing Personal Registers to the Subordinates is still continued, such Subordinates will virtually be apprised of the contents of their annual qualification reports, the former now being exactly a copy of the latter.

I am therefore to enquire, as to whether the - Personal Registers of Supervisors and Overseers serving in the Province of Bombay, whether in the P.W.D. form 138 (local) or in the revised P.W.D. form 567e still continue to be shown to these Subordinates or the practice has since been discontinued.

I have the honour to be,
Sir,
Your most obedient servant,

Sd/-
Secretary to the Government of Sind,
Public Works Department.

Public Works Department.E. B.

Resubmitted.

2. In the circumstances explained, the Government of Sind enquires whether the Personal Registers of Supervisors and Overseers serving in the Province of Bombay, whether in the P.W.D. form 138 (local) or in the revised P.W.D. form 567e still continue to be shown to these subdtes., or the practice has since been discontinued.
3. With reference to the Deputy Secretary's note within, it may be stated that the question whether the Personal Registers of Subdtes. should or should not be shown to them has not been recently discussed. On a reference recd. from the Government of Sind the question whether the personal registers of the B.S.E., officers should be shown to them or not was discussed recently - vide the notes underlying G.C.M.No.P.215/22331 dated the 14-10-38. Presumably the Deputy Secretary (I & Rys.) refers to these papers.
4. In accordance with the note 8 of the notes printed on the fly leaf of old Personal Registers, (P.W.D. form No. 138 (Local) every Upper or Lower subdte. (now Supervisor or Overseer) is allowed to see his Personal Register once yearly, if he expresses a wish to do so. Orders have not been issued that the Personal Registers should not be shown to the Subdtes. This means that the practice of showing the personal Registers to the Subdtes., if they wish to see them, still continues.
4. The ~~existing~~ revised form of Personal Register of Subdtes. (P.W.D. form 567e) is exactly a copy of the P.W.D. form 124e, which is the form of qualification report. Some of the columns of the old Personal Register in form No. 138 and qualification report are common. Thus when the personal registers in form No. 138 are shown to the subdtes., they can form an idea of the qualification reports. If the personal registers in the revised form are shown to the subdtes., they will know their qualification reports which is not desirable. In this connection attention is invited to the notes recorded on the question whether Personal Registers should be shown to the Asst. Engrs. In view of the portion A above,

it is, for consideration whether on the lines of G.C.M.No.P.215/22331, dated the 14-10-38, the local officers may be informed that the personal registers should not be shown to the subordinates, in future but any defects or adverse remarks should invariably be brought to their notice and a copy of these orders may be forwarded to the Government of Sind.

Id/-
28-6-39

I think we may issue orders as suggested above (—Portion side lined red) . It would be certainly inadvisable to show the Personal Registers to subordinates and officers.

Id/-
28-6-39

I agree, it seem to me that the orders should be consistent for all ranks; since officers whether of I.S.E., & B.S.E., are not shown their Personal Register, there seems no reason why acceptance should be made in the case of Subordinates, the reasons for the former case holding good on the latter, also.

Id/-
29-6

It is not necessary nor desirable to show the Personal Registers to the Subordinates so long as action as at B above is taken to keep the Subordinate informed of his deficiency.

Id/-
1-7

Id/-
30-6

Personal registers,
Members of the Bombay Subordinate
Engineering Service:
Orders in connection with —

GOVERNMENT OF BOMBAY.
Public Works Department.
Circular Memorandum No. 3744/36.
Bombay Castle, 27th July 1939.

GOVERNMENT CIRCULAR MEMORANDUM.

The Superintending Engineers of Circles, the Electrical Engineer to Government and the Consulting Public Health Engineer to Government are informed, with compliments, that in accordance with Note 8 of the notes printed on the fly leaf of old personal registers, (P.W.D. form 136 (Local)), every Upper or Lower Subordinate (now Supervisor

or Overseer) is allowed to see his personal register once yearly, . . . if he expresses a wish to do so. Government considers that it is not necessary nor desirable to show the personal registers to the subordinates. The Superintending Engineers etc., are accordingly informed that the Personal registers of subordinates should not be shown to them in future.

2. If, however, there are any defect or adverse remarks on the subordinate reported upon, which can be remedied, they should invariably be brought to his notice and a remark that this has been done should invariably be made in the qualification report by the reporting officer.

By order of the Governor of Bombay,

Sd/- R. H. HAMMETT.
Deputy Secretary to Government.

To

The Political and Services Department,
The Superintending Engineers of Circles.
The Electrical Engineer to Government.
The Consulting Public Health Engineer to Government,
The Executive Engineers of Divisions,
The Officer on Special Duty, Minor Irrigation Works, Northern Circle,
The Officer on Special Duty, Minor Irrigation Works, Southern Circle.

No. . . of 1939.

Copy forwarded for information and guidance to

Id/-

7-8-39.

FMB/3/7/56.

Sd/-